

Excellence in Achievement Award
Bonneville School District 93
Bonneville High School, Hillcrest High School, Bonneville Online High School
2013-2014 Differential Pay Plan

Describe Group of Certified, Building-Based Employees

Secondary Teachers: Schoolwide Plan for grades 9 – 12

Differential Pay Allocation for secondary school certified staff bonuses will be calculated at 90% of the total of funds remaining after the Classified Excellence in Achievement Award has been deducted.

The remaining 10% of Differential Pay Allocation of the total funds remaining (after the Classified Excellence in Achievement Award has been deducted) will be set aside for PLC Common Core Professional Development.

Resource Room Teachers, Counselors, Principal, and Assistant Principals will receive the same Differential Pay as certificated staff in the building.

- New students enrolled after the first eight (8) weeks or fifty-six (56) calendar days of the school year will not be counted in College Readiness, Credits Earned/Credits Attempted nor on Renaissance STAR SGP or Proficiency SCORES. (Idaho State Board of Education IDAPA 08.02.03.112).

Measurement for Grade 9 – 12 Student Growth will be based on the following:

(Local Student Achievement Measures and Goals from Section 33-1004J, Idaho Code)

- College Readiness Composite Score or on individual components of either the SAT or ACT
- Credits Earned/Credits Attempted
- Star Reading median SGP
 - Or comparison of 2012-2013 to 2013-2014 Renaissance SGP Scores
- Star Mathematics median SGP
 - Or comparison of 2012-2013 to 2013-2014 Renaissance SGP Scores

Excellence in Achievement Award - Differential Pay Provision Plan

- 1) Differential Pay which is not allocated to teachers at an individual school will be allotted to that school to be used for PLC determined Idaho Common Core professional development.
- 2) Differential Pay will be distributed in November 2014.
- 3) Full-Time Classified Employees will earn an Excellence in Achievement Award. It will be calculated based on the following criteria:
 - a. Attendance
 - b. Unused Sick Leave Days
 - c. Based on the 164 schools days starting September 12, 2013 and ending June 5, 2014.
 - d. Continuous employment during the 2013-2014 school year.
 - e. Classified staff employed after the September 12, 2013 start date will receive a portion of Differential Pay based on 10% increments of the year worked.
 - f. Use of Personal Leave and Vacation Leave will not be used to determine award.
 - g. Differential Pay which is not earned by classified staff will be allotted to the District to be used for PLC determined Idaho Common Core professional development.

Excellence in Achievement Award Breakdown for Full-Time Classified Employees

| Sick Leave Days Used | Amount Awarded |
|---------------------------------|----------------|
| One (1) or fewer sick days used | \$150 |
| Two (2) sick days used | \$100 |
| Three (3) sick days used | \$50 |

- 4) Part-Time Classified Employees will earn an Excellence in Achievement Award. It will be calculated based on the following criteria:
 - a. Attendance
 - b. Based on the 164 schools days starting September 12, 2013 and ending June 5, 2014.
 - c. Continuous employment during the 2013-2014 school year.
 - d. Classified staff employed after the September 12, 2013 start date will receive a portion of Differential Pay based on 10% increments of the year worked.
 - e. Differential Pay which is not earned by classified staff will be allotted to the District to be used for PLC determined Idaho Common Core professional development.

Excellence in Achievement Award – Differential Pay Breakdown for Part-Time Classified Employees

| Leave Days Used | Amount Awarded |
|----------------------------------|----------------|
| One (1) or fewer leave days used | \$75 |
| Two (2) leave days used | \$50 |
| Three (3) leave days used | \$25 |

- 5) For certificated employees assigned more than one (1) school, Differential Pay shall be earned pro rata, based on the percentage of the employee's time assigned to each school at the time that students take their spring tests.
- 6) For part-time certificated employees, Differential Pay shall be earned pro rata, based on such employee's full-time equivalency status (refer to Idaho Code 33-1004I(vi)).
- 7) Certified employees who fulfill their contract with the District and Classified employees who fulfill the Excellence in Achievement Award criteria and terminate or retire at the end of the 2013-2014 school year, will receive their portion of Differential Pay. Their portion will be mailed to the address the District has on file.
- 8) Long term substitutes for certified staff:
 - a. Teachers needing a long term substitute will receive Differential Pay based on 10% increments of year worked (rounded to the nearest whole number).
 - b. Long term substitutes will also be compensated based on 10% increments of year worked (rounded to the nearest whole number).
- 9) An employee terminated for cause will not receive any portion of Differential Pay.

Excellence in Achievement Award - Differential Pay Breakdown

(90% of remaining apportionment to be used for Excellence in Achievement Award)

| Achievement Goals | Grades | Met Standard | Percentage of Students meeting standard | Differential Pay Percentage earned | Percentage of Schoolwide Excellence in Achievement Award |
|---|--------|---|---|------------------------------------|--|
| College Readiness: SAT Composite or SAT Critical Reading and SAT Writing and SAT Math OR ACT Composite or ACT English and ACT Math | 11 | 1550 500 500 500 24 18 22 | ≥ 40% 35% - 39.9% 30% - 34.9% 25% - 29.9% 20% - 24.9% | 100% 90% 80% 70% 60% | 25% |
| Credits Earned/Attempted | 9 – 12 | | ≥ 92% 88% - 91.9% 84% - 87.9% 80% - 83.9% 76% - 79.9% | 100% 90% 80% 70% 60% | 25% |

| Achievement Goals: | Grades | Met Standard | Excellence in Achievement Award Percentage Earned | Percentage of Schoolwide Excellence in Achievement Award |
|--|--------|--|---|--|
| Star Reading Median SGP Or comparison of 2012-2013 to 2013-2014 Renaissance SGP Scores | 9 – 12 | ≥ 45 SGP OR ≥ 1 percentile point increase in scores | 100% | 25% |
| | | ≥40 SGP OR ≥ 0.5 percentile point increase in average scores | 50% | |
| Star Math Median SGP Or comparison of 2012-2013 to 2013-2014 Renaissance SGP Scores | 9 – 12 | ≥ 55 SGP OR ≥ 1 percentile point increase in scores | 100% | 25% |
| | | ≥50 SGP OR ≥0.5 percentile point increase in scores | 50% | |